

**MASTER OF COMMERCE
SECOND SEMESTER [REPEAT]
HUMAN RESOURCE MANAGEMENT
MCM – 202**

**SET
A**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

(Objective)

Marks: 20

Choose the correct answer from the following:

1 × 20 = 20

1. Which of the following best reflects the strategic objective of Human Resource Management in modern enterprises?
 - a. Ensuring compliance with statutory obligations
 - b. Minimising training expenses across departments
 - c. Enhancing employee loyalty through rigid control mechanisms
 - d. Aligning workforce capabilities with long-term organisational goals
2. Which of the following contributes most significantly to long-term employee productivity?
 - a. Increasing supervision frequency
 - b. Continuous skill development aligned with job roles
 - c. Minimising employee interaction
 - d. Fixing annual performance bonuses
3. International Human Resource Management distinguishes itself from domestic HRM mainly through:
 - a. Inclusion of automation systems in payroll
 - b. Downsizing practices in multinational firms
 - c. Complexities in cross-cultural communication and legal compliance
 - d. Avoidance of employee benefits
4. Moonlighting may lead to HR concerns primarily because:
 - a. It may compromise the employee's performance and organisational loyalty
 - b. It increases social capital
 - c. It reduces dependency on training
 - d. It reflects high motivation
5. Assertion (A): Job evaluation helps ensure internal equity in compensation.
Reason (R): It standardises job grades based on employee performance only.
 - a. Both A and R are true, and R is the correct explanation of A
 - b. Both A and R are true, but R is not the correct explanation of A
 - c. A is true, but R is false
 - d. A is false, but R is true
6. A job specification outlines:
 - a. The organisational hierarchy of a department
 - b. The skills, qualifications, and attributes required for a specific job
 - c. Job Responsibilities and Duties
 - d. Nature of the Job

7. The primary purpose of Human Resource Planning in an organisation is to:
 - a. Track the number of leave applications and take necessary actions
 - b. Calculate payroll tax and help employees
 - c. Increase organisational hierarchy and communicate with the employees
 - d. Forecast and align future human resource needs with organisational goals
8. Which of the following methods of job evaluation is quantitative?
 - a. Point rating method
 - b. Job ranking method
 - c. Paired comparison method
 - d. Classification method
9. Which of the following is *not* a stage of career growth?
 - a. Exploration
 - b. Establishment
 - c. Role rejection
 - d. Decline
10. 360-degree feedback in performance evaluation includes input from:
 - a. Reporting manager and Top executive
 - b. HR and payroll staff
 - c. Finance department and external vendors
 - d. Multiple sources, including peers, subordinates, and clients
11. The MBO (Management by Objectives) method of appraisal requires:
 - a. Ranking employees on bell curve
 - b. Joint goal-setting between employees and managers
 - c. Anonymous feedback from subordinates
 - d. Automated system-generated scores
12. Assertion (A): Effective succession planning reduces operational disruptions. Reason (R): It ensures a steady supply of internally trained candidates for future leadership roles.
 - a. Both A and R are true, and R is the correct explanation of A
 - b. Both A and R are true, but R is not the correct explanation of A
 - c. A is true, but R is false
 - d. A is false, but R is true
13. Which of the following is an example of indirect compensation?
 - a. Performance-based bonus
 - b. Payment for overtime work
 - c. Shift allowance
 - d. Employer contribution to health insurance
14. Which of the following does not influence compensation decisions in an organisation?
 - a. Cost of living
 - b. External competitiveness
 - c. Brand logo of the enterprise
 - d. Individual performance
15. Which of the following would best represent non-monetary compensation?
 - a. Sales commission
 - b. Recognition programs
 - c. Year-end bonus
 - d. Regular housing allowance
16. Match the components of compensation with their nature:

A. Basic Salary B. Incentive Pay C. Perquisites D. Provident Fund	1. Performance-linked component 2. Guaranteed fixed component 3. Statutory component 4. Non-cash benefits
a. A-2, B-1, C-4, D-3 c. A-1, B-2, C-4, D-3	b. A-2, B-1, C-3, D-4 d. A-3, B-1, C-4, D-2

17. The primary objective of a Human Resource Audit is to:
- a. Compare HR budgets with other organisational expenses
 - b. Eliminate non-performing employees
 - c. Evaluate the effectiveness of HR policies, systems, and practices
 - d. Punish departments with poor HR practices
18. Which of the following best describes dismissal in an organisational context?
- a. Temporary removal of duties
 - b. Voluntary termination of service by the employee
 - c. Termination due to operational need
 - d. Termination of services due to disciplinary reasons
19. Assertion (A): Labour turnover increases overall enterprise costs.
Reason (R): High turnover necessitates frequent recruitment, on boarding, and training.
- a. Both A and R are true, and R is the correct explanation of A
 - b. Both A and R are true, but R is not the correct explanation of A
 - c. A is true, but R is false
 - d. A is false, but R is true
20. Which of the following is *not* a measure to reduce labour turnover in an organisation?
- a. Providing clear career progression paths
 - b. Restricting internal transfers and promotions
 - c. Improving working conditions and job satisfaction
 - d. Offering competitive compensation and benefits
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(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

[Answer question no.1 & any four (4) from the rest]

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| 1. Recommend a suitable method for measuring the effectiveness of sales training. | 10 |
| 2. Evaluate the strategic importance of workforce diversity in today's global business environment. | 10 |
| 3. Outline the steps involved in a performance appraisal process used in an enterprise. | 10 |
| 4. Explain Equity Theory and Reinforcement Theory, with a focus on their application in compensation management within an organisation. | 5+5=10 |
| 5. What is an employee exit policy? Discuss its significance for both the individual and the organisation. | 2+4+4=10 |
| 6. Describe the key stages involved in managing organisational change. | 10 |
| 7. a) Briefly analyse the essential components of a job description.
b) Why is succession planning important for the long-term sustainability of an organisation? | 5+5=10 |
| 8. Write short notes on <u>any two</u> of the following:
a) Fringe Benefits
b) Lay-off
c) Absenteeism | 5+5=10 |
